

1976



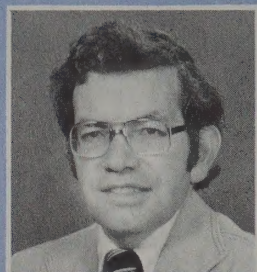
NAME DROPPERS--Workmen remove "HIGHWAY" from the Salem headquarters in September. The new name, "DEPARTMENT OF TRANSPORTATION," was placed above the front door a few days later.

Parks moves

Parks headquarters employees read the first issue of VIA at a new location--525 Trade St. in Salem.

Much of the moving early in April was done by Parks office staff to save money.

ODOT DIRECTOR--Robert Burco was named ODOT director April 9 to succeed George Baldwin, who retired April 30. The Transportation Commission also named Fred Klaboe chief of operations for ODOT in addition to his duties as state highway engineer.



Special edition--layoffs

The only special edition of VIA was printed Aug. 12 to provide employees an overview of the Highway Division's financial problems and reasons for layoffs.

In July, the division had announced that 220 employees would be laid off. The reduction was required because the division budget was squeezed between high inflation and lower fuel tax revenues due to energy conservation.

Also, diversions from the Highway Fund for non-highway purposes had risen greatly.

1977



ODOT LOGO--Designed by a commercial artist, a new logo was introduced for placing on departmental material and equipment over a period of time.

Opinion poll

A statewide opinion poll of 800 Oregonians showed support for: preservation of the highway system; the state parks system; additional funds to improve DMV services; and keeping the 55-MPH speed limit.

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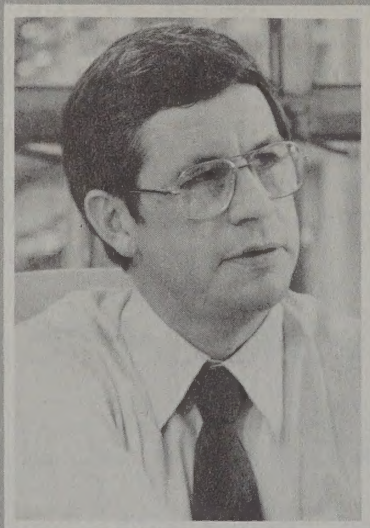
APRIL 1986

A message from the director ...

It is surprising how frequently communication is cited as the reason for a project or program going well, or as the reason for problems. In fact, the term might well be overused.

I am convinced that communication is an area that requires continual attention on a variety of organizational levels. This is especially true in a large organization such as ours.

At a very basic level, the difference between doing an assignment well and not so well frequently relates to how a message is delivered or received. That is something we can all work on.



A major reason for placing emphasis on performance appraisals is the need to communicate on work performance, career plans, employee development, and any other subject that impacts our programs, the development of our employees and the work environment.

We have emphasized the concept of "shoeleather" or getting out and around one's work place or to the field. This has several benefits, not the least of which is enabling ideas to flow upward in the organization. It is interesting to note how many times when I am speaking to training groups or to groups in the field that good ideas arise from the audience.

In a public agency where Oregonians are our customers, we continually have to work at making sure they are familiar with and supportive of our programs. I believe we are doing well with such things as our Radio News Service, our information press releases and our variety of customer surveys and "report cards" that allow the public to let us know what they think of our programs.

Much of my job on a day-to-day basis is involved with serving as an antenna with outside groups and both informing them of how we are doing and picking up their views and suggestions.

All of these kinds of communications can be done better if there is an efficient flow of information throughout the organization. On this, the tenth anniversary of VIA, it is appropriate to recognize the important role the newspaper plays in our communications.

I have always been impressed with the quality and high standards that have been maintained. There have been strict editorial standards that have assured a high-quality publication that does inform our employees.

It is interesting to reflect on what you would not know if it were not for VIA and on the difficulty of informing our employees about issues, programs and directions without it.

Given the importance that we place on communications within the organization, we are fortunate to have a publication such as VIA. My compliments to the Public Affairs staff, and I wish VIA many more decades of success.

Fred Miller



DRIVE CENTER--Work has started on a new central driver testing office to serve most of east Portland. The center should be open in July. Purpose of the center is to streamline driver license testing. Other offices will then be able to concentrate on other DMV licensing and permit functions.

Pettyjohn produces interviewee guide

Career Development Specialist Jim Pettyjohn has developed a guide to help people prepare to be interviewed for new positions.

"Effective interviewing is something that can be learned," the guide states in the first sentence.

The six-page document gives ideas for preparing for an interview, asks potential interview questions and offers tips on effective communication.

The guide tells how to avoid self-defeating attitudes that sometimes affect an interview. Pettyjohn also includes suggestions on interview follow-up.

The idea for the guide came from District 8 Maintenance Supervisor Bill Maude.

The interviewee guide is available by contacting Pettyjohn at 373-7851, or write to him in the ODOT Civil Rights Section, Room 412 Transportation Building, Salem.



ODOT NEWS

Oregon Transportation Commission

Anthony Yturri, Chairman
N.B. Giustina, Vice Chairman
Robert F. Dwyer
Sam Naito
A.W. Sweet

Director
Fred Miller

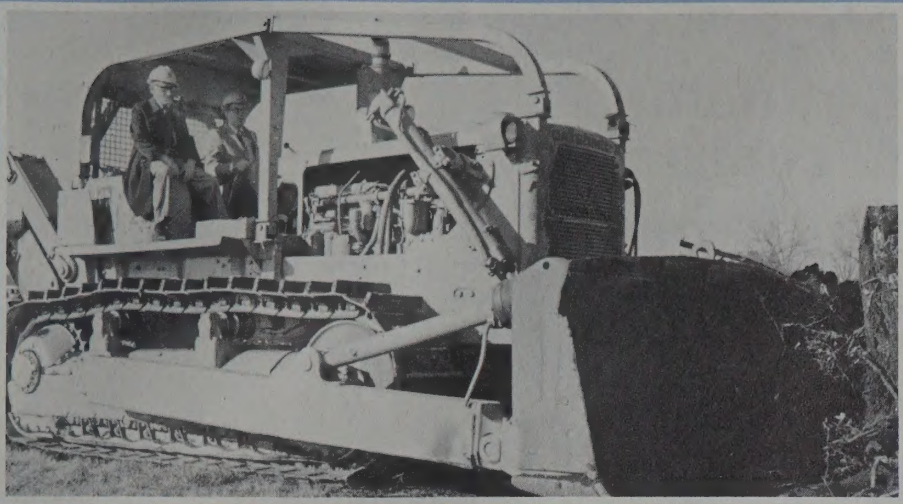
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George Bell

Managing Editor
Monte Turner

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The Oregon Department of Transportation

Office of Public Affairs
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Salem, Oregon 97310
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PRIME MOVERS--Transportation Commission Chairman Glenn Jackson and Governor Bob Straub break ground for the final 10-mile link of the I-205 freeway.

Renew the 'can-do' spirit

In a letter to ODOT employees, Commission Chairman Glenn Jackson wrote, in part: "The biennium that ended June 30 was one of the most difficult that I can recall. We must put those troublesome times behind us now.

"Let's show the Legislature and the people of Oregon that we are worthy of their trust and confidence."

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PAGE 3

Scholars fund drive starts at 'full throttle'

The first two weeks of a six-week, fund-raising campaign for the Jackson Scholars brought in more than \$10,000.

"The fund-drive started at full throttle," said Gary Potter, chair of the event. "We're already at one-third of our \$30,000 goal, with funds turned in from very few offices."

As coordinators make last-minute contacts before the April 15 end of the drive, other employees will be involved with special events.

DMV will host a bowling tournament again this year, with teams expected from throughout the state. Most of the \$11 entry fee is donated to the scholars fund.

The tournament will be held April 12 in Salem. For more information, contact Randy Fraser, 378-2219.

Several employees have obtained a number of raffle prizes. All donors to the fund will be eligible. Prizes include:

- An eight-layer cake from Florence Neavoll.
- "Cuisine with Rulien"--dinner for two prepared by the state highway engineer, with a little help from his wife.

way engineer, with a little help from his wife.

- A rocking chair made by retired Parks employee Curt Baker.

- A weekend at George Bell's beach house in Lincoln City.

- Two guest passes from Donna Graning for whale watching at Depoe Bay aboard the Tradewind's Kingfisher.

- A \$50 savings bond.

Other employees are working on a two-mile fun walk in Salem for May 16. Fund-raising details of the event will be announced next month.

In the meantime, sons and daughters of ODOT employees or retirees who are applying to become the next two recipients of the \$2,500 scholarships will be finishing their applications before the April 15 deadline.

On May 8, the selection committee will interview finalists, who are picked by the state Scholarship Commission.

Potter encouraged employees to contact him with ideas for improvements or changes to the program or special events.

Adams wins Highway position

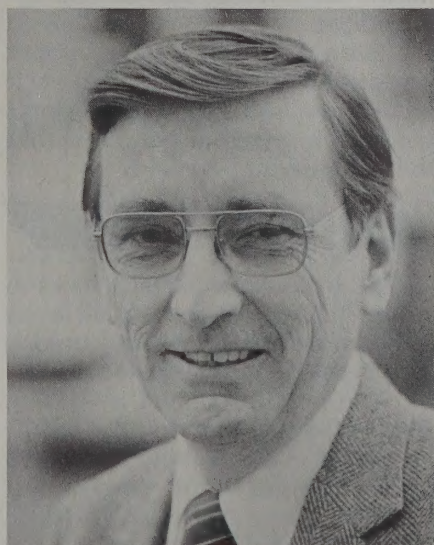
Don Adams has been named assistant state highway engineer by State Highway Engineer Larry Rulien.

Adams, maintenance engineer since 1984, will assume his new duties in May.

He fills a position that has remained vacant since promotion of Bob Bothman from that slot to deputy ODOT director last September. Adams' responsibilities will differ from Bothman's, however, since the three branches of the Highway Division are being reorganized.

From 1981-84, Adams served as final design engineer. He has held a number of other engineer positions, primarily in Salem and Portland, since starting as a traffic investigator in 1958.

He graduated from Oregon State College in 1955 as a civil engineer, then served three years in the



Don Adams

Marine Corps.

He and his wife, Kathleen, reside in Milwaukie. They have five children. Adams' hobbies include camping and photography.

1978



CONFERENCE CENTER--Art Gottfried, left, and Jeff Drago, both Highway, check plans for a dormitory in the new conference center at Silver Falls State Park.

Gas tax defeated

Voters turned down Measure 5, a 2-cent gas tax increase, by a 2-to-1 margin in May.

Officials said the defeat would mean ODOT staff and service reductions as well as continued deterioration of the highway system.

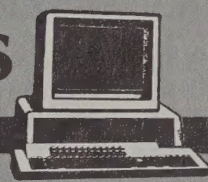
Members of ODOT's labor unions started circulating petitions supporting a proposed constitutional amendment limiting gas tax revenue to highway purposes.

DMV gets funds

The Legislative Emergency Board approved a half-million-dollar request by DMV to reduce waiting lines and improve service.

The funds were used to open seven new field offices and relocate five others. Also, 14 headquarters employees were hired to speed up the processing of documents.

News briefs



Hunter receives plaque for cooperation

Assistant State Highway Engineer Ed Hunter was surprised by presentation of a plaque in March from members of a committee he has served on the past seven years.

The committee has met monthly to monitor funds transferred from an I-305 freeway spur withdrawn from planning in the Salem area. The plaque recognized Hunter's "leadership and dedication in fostering intergovernmental cooperation at all levels."

Campbell promoted to assistant administrator

Carolyn Campbell has been named assistant administrator for DMV's Vehicle Services Branch.

A 21-year employee of the division, she was supervisor of the northwest region. She replaces Dorothy Hoover, who held the position 15 years and plans to retire in the near future.



Elliott to work in governor's office

Parks Information Officer John Elliott will spend the next few weeks working in the governor's office.

He will serve as an assistant to Denny Miles, communication assistant. Elliott was chosen for the duty by Fred Miller when the governor's office requested a temporary replacement for a staff member.

Safety officers discuss chemicals

ODOT safety officers will discuss hazardous chemicals with all employees during the next two months.

Field employees will receive the information first, according to Dave White, ODOT safety manager. Employees will be given a guide that outlines department policy and provides a glossary of terms related to the topic.

Trailer show donates to Parks

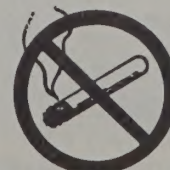
More than \$5,000 was donated to the Parks Division by organizers of the Trailer Life Show in Portland in early March.

Funds from the recreational vehicle show will be used to purchase uniforms for state park campground hosts who volunteer their services. Also, a portion of the donation will be used to fund a spring gathering of the hosts.

New ODOT smoking policy begins

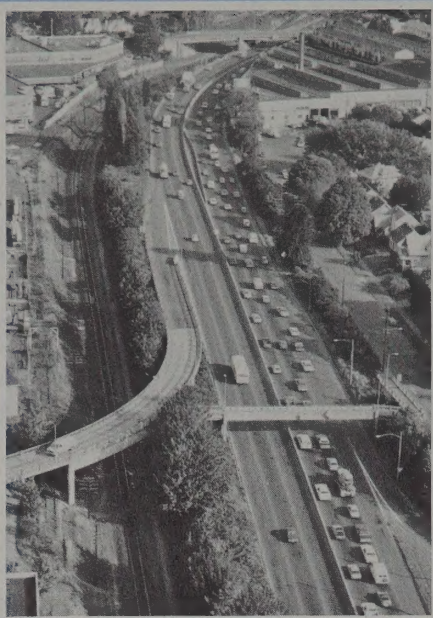
ODOT's new "Control of Smoking" policy affecting all buildings began April 1.

In general, smoking is now prohibited in all ODOT buildings, except in specifically designated areas. Employees may not smoke at their desks or work stations without the express permission of their supervisor.



1979

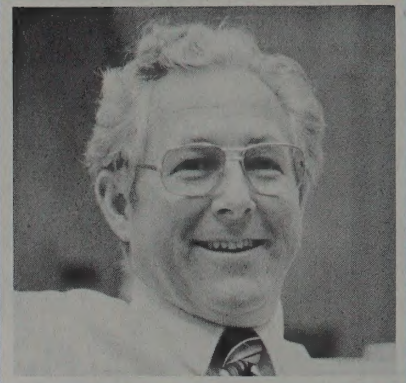
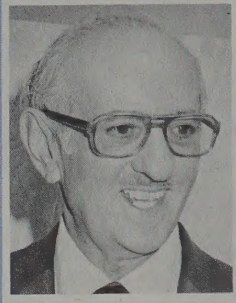
DIRECTOR NAMED--The Transportation Commission picked Fred Klaboe as ODOT director to replace Bob Burco, who resigned. Klaboe had started his career 30 years earlier in Lakeview with Highway. He had held numerous positions in the division before selection as state highway engineer in 1973.



BANFIELD ENDORSED--The Transportation Commission and Governor-elect Victor Atiyeh approved funding to widen Portland's Banfield freeway to six lanes and provide for an adjacent light rail line.

Yturri named new chairman

Tony Yturri, Jordan Valley, was chosen in April to head the Transportation Commission. He had served as a commissioner from 1973 to 1975 and was a former state senator. He succeeded Glenn Jackson, who was appointed to head the Economic Development Commission. Jackson, who had chaired the Highway and Transportation commissions for 17 years, died in June of 1980.



MOOMAW APPOINTED--Dave Moomaw, head of ODOT's General Services Branch, was chosen DMV administrator in September. He replaced Skip Grover. Moomaw had worked for the department four years, following a career in private industry.

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Information centers due facelift

ODOT is helping remodel Travel Information Centers that are located at rest areas on state and interstate highways.

Several ODOT department staff members are working on the project with the Travel Information Council, which has responsibility for operating and maintaining the 14 centers.

Traffic Engineer Bud George said the group plans to finish the project by early summer in order to provide information to travelers heading for Expo '86 in Vancouver, B.C.

The centers contain panels of information about local scenic, historic and cultural attractions. Other panels hold paid advertising from businesses or organizations that serve travelers and tourists.

The council recently awarded a new contract to a private firm to operate the centers and asked the Highway Division to refurbish the

20-year-old structures.

This work is now under way, George said. Highway maintenance crews are repairing and painting the centers--some will be almost completely rebuilt.

The Highway Division also has agreed to upgrade the panels containing general tourist and public service information. George Bell, public affairs, and John Davenport, graphics, will coordinate contracting with a private firm to redo the design and information.

The project is not the only connection between the council and ODOT. Highway crews install the council's logo signs that advertise businesses adjacent to highways and interstates. The division also erects tourist-oriented direction signs pointing to attractions such as gift shops, artisans or wineries.

In addition, Highway engineers have worked as consultants on

most sign programs. The council pays the division for these services from user fees.

George said Oregon was among the first states to offer such sign programs to compensate businesses for the loss of billboard advertising.

The highway beautification act in the 1960s removed billboards from highways. In Oregon, Highway has purchased and removed more than 2,300 billboards, George said.

"This left businesses and travelers in a vacuum," he said. "In sparsely populated areas or where new interstate highways went through areas where roads hadn't existed before, people didn't know if services were available."

The Legislature created a Travel Information Council, composed of 10 motorist service providers and the state highway engineer, George said.

"The sign and information programs of the council provide a good compromise. Information is available, and we have preserved the beautiful scenery along our highways in Oregon," he said.



INFO CENTER--The Travel Information Center at the Baldock Rest Area south of Portland was one of the first to be renovated by Highway maintenance crews.

Editor's contacts reach all levels

VIA produced by team

"VIA is a team effort from start to finish," said Monte Turner, managing editor.

"Even though I have major responsibility for cranking out each issue, there isn't a day when I don't get help from other people within the department," he said.

Section Story

The VIA editor probably talks to more ODOT employees at all levels each month than nearly anyone else in the department, he said.

"The people contact is the fun part of the job," he noted.

He works closest with Photo Lab and Graphics Unit employees.

"The crews in these two shops are not only cooperative, but they're committed to producing a high quality product," he said. Managers of the two units, Jerry Robertson and John Davenport, are "top professionals who couldn't be better to work with," he said.

"About half my time is taken up with behind-the-scenes planning and contacts," he said.

The other half involves writing the news and feature articles that fill most of the pages. He also edits three or four articles supplied by division information officers.

"I talk to another 20 or 30 people in this part of the job," he said. These contacts range from short phone conversations to two- or three-hour interviews of employees for "On the job with."

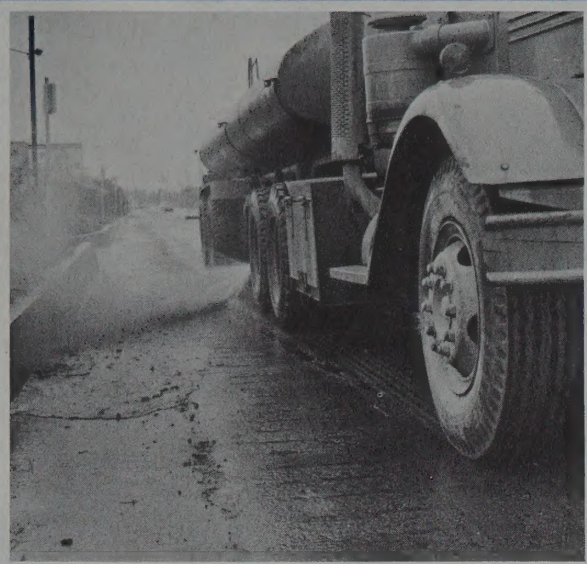
When talking with employees, he often asks them what they think about VIA, what they read and what ideas they have for improving the paper.

Fred Miller's column, "Candid Comments," and the "Moving Up" list probably tie for top readership, he said.

"In nearly two years here, I've never had anyone say they don't read VIA. Many, in fact, read it cover to cover," he said.



VIA UNDER WAY--Managing Editor Monte Turner, left, and Graphics Manager John Davenport discuss lay-out options for VIA. Turner spends three or four days a month in the Graphics Unit during paste-up of each issue.



VOLCANIC CLEANUP--A major eruption of Mount St. Helens in May sent Region 1 crews onto Portland streets and highways to clean off a half-inch of ash. Crews along Hwy. 6 and 26 to the coast, and Hwy. 30 along the Columbia to Astoria, reported that billowing ash clouds greatly limited visibility.

Highlights of 1980

- **SNOW STORM**--"The biggest storm anyone can remember" halted traffic from Jan. 8 to Jan. 11 on I-84 in the Columbia Gorge. More than 120 people labored to move a million tons of snow.

- **HIGHWAY FUND**--Voters passed a constitutional amendment restricting highway user revenue to streets, roads and highways. Previously, the Highway Fund covered portions of Parks and State Police budgets.

- **WILLAMETTE EXPRESS**--An 18-month experiment to get motorists in the Willamette Valley to travel by train started in August.



CELEBRATE INTERSTATE--Marking the 25th anniversary of the interstate freeway system are, from left, Scott Coulter, Fred Klaboe, Ed Hunter and Bob Schroeder.

Highway, Parks boost funding

Oregon's Legislature enacted a 1-cent gas tax increase, paving the way for subsequent 2-cent hikes by the '83 and '85 sessions. For many years, the Legislature had referred such increases to the voters, who rejected them. Also, Parks started a \$1 per vehicle day-use fee on weekends and holidays at nine parks.



Secretaries nominated for Albright award

All the nominees for the Isabel Albright Secretarial Award will be given a one-day seminar in Portland on secretarial skills.

The prize is an addition to the annual competition. The award winner receives a plaque and an expense-paid trip to an out-of-state seminar.

The winner will be announced at a luncheon in Salem April 22.

The award is named for Isabel Albright, retired executive assistant to the state highway engineer, who gave nearly 30 years of service to ODOT.

This year's candidates include:

Highway Division

Judy Banegas, Bridge Section administrative manager. During seven years with the department, she has chaired several special committees and participated in various projects. She was cited for excellent communication skills and for assuming responsibility to monitor consulting contracts. She also reassigned duties within her unit, producing a staff reduction.

Anita Butler, Program Section management assistant--28 years. Butler manages an office unit that processes 12,000 documents per year, readily accepting more diverse duties and increasing work volume. She was recognized for implementing new ideas. She handles several extra duties, including two years assisting with the Glenn



Garnet Elliott



Darlene Carda



Judy Banegas



Anita Butler



Alice Rosen



Connie Sparks



Jeanie Costello

Jackson Scholars campaign "with dispatch, efficiency and enthusiasm," her nomination stated.

Darlene Carda, Maintenance Section management assistant. She has taken many unanticipated short projects and permanent assignments during the past year. At the same time, she has served as the section's food share and savings bond coordinator and has developed a replacement phone system. Carda serves as secretary to two advisory committees. She has worked 12 years as a secretary at ODOT.

Garnet Elliott, Road Design Section administrative assistant. "Garnet welcomes challenge," her nomination read. She quickly mastered a computer system for entering employee training records. The nine-year secretary designed a better system for handling the section's mail and created a form for typing assignment instructions. She also uses word processing equipment efficiently.

Parks Division

Alice Rosen, district clerk, Harris Beach State Park. She has spent seven of her nine years with ODOT

in secretarial work. Serving eight managers in that time, she is given credit for making smooth transitions and maintaining quality performance. Organizing training for new cash handling and registration procedures is one example of her initiative. Another is her acceptance of responsibility for the campsite reservation system in early spring. More than once, she has calmed an angry tourist "with her warm and friendly manner."

Aeronautics, Transit & C.S.

Connie Sparks, Aeronautics secretary. She has frequently accepted additional responsibilities, such as filling duties of a management assistant when necessary. She has interviewed, hired and trained several clerical assistants. On her own initiative, she has taken computer training and applied the knowledge to benefit the division. When aircraft registration laws changed, she worked to adjust computer programs. She has worked for the division more than five years.

Motor Vehicles Division

Jeanie Costello, Hearings Branch administrative assistant. She continually improves her skills through seminars and classes and "leads by example," her nomination stated. Recent accomplishments include improving audit controls, training new supervisors and changing inventory control. She effectively researches consumer problems and recommends action.

Study of job classes

Continued from...Page 1

He will use the interview information to develop classifications or validate classifications proposed by 10 ODOT subcommittees that have studied all ODOT classifications during the past several months.

To clarify the difference between position descriptions and classifications, Salik likens position descriptions to a person's first name. The classification is similar to a last name.

Both documents give information about job requirements and responsibilities, but the classification is a broader category of several similar position descriptions.

While the analysts are interview-

ing people, ODOT managers are also reviewing the classifications drafted by the 10 subcommittees. "The draft proposals as approved by ODOT management will be taken into account when finalizing the classifications," he said.

When there are significant differences between the analysts' and ODOT's proposal, differences will be discussed and an agreement reached, Salik said.

The final classification will become the basis for determining appropriate salary ranges.

"That's why we want to have extremely well-written classifications," Salik said.

Salik said ODOT's Personnel

staff has been very cooperative, as have employees selected for interviews.

According to Mary Lenz, ODOT Personnel, positions in Central Services, Aeronautics and Public Transit will not be reviewed by the four analysts now.

"Many of the positions in these divisions are similar to those in other state agencies, such as data processing and financial positions, so they should fit into the total state system," she said.

The Executive Department plans to present a new classification system to the 1987 Legislature, with possible implementation in 1987 or 1988, along with a pay proposal.

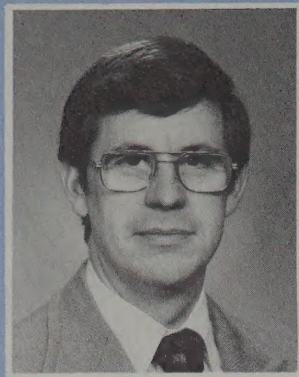
Photo contest rules changed

To encourage more participants, the annual ODOT Photo Contest has dropped nearly all restrictions on the type of photo that may be submitted.

Entries may be color or black-and-white prints of any kind or size, and they needn't be mounted. Subjects must relate to ODOT or to transportation in Oregon.

Deadline for entries is May 1.

Send photos to: Photo Contest, Room 140 Transportation Building, Salem 97310. Tape a card on the back of the print with your name, work address and phone. For more information, contact Monte Turner, VIA managing editor.



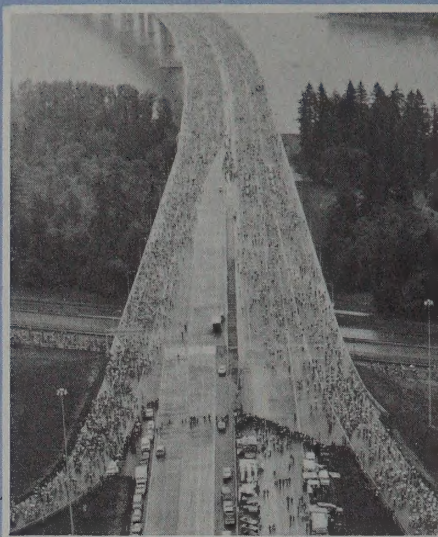
MILLER PROMOTED--Fred Miller became the seventh ODOT director Jan. 1, succeeding Fred Klaboe, who retired due to poor health. Miller had been assistant director for administration for three years. Before serving as Department of Energy director, Miller had worked two years at ODOT. Other promotions to top positions during the year included: Bob Bothman and Pat Schwartz to fill assistant state highway engineer positions; Larry Rulien as assistant director for administration.

Travel campaign lures tourists

The Travel Information Section of ODOT Public Affairs launched an emergency campaign early in the summer to lure visitors to Oregon to boost the economy.

Tourist counts in September

showed out-of-state visits remained stable, or increased in some areas, despite a recession. The 1983 Legislature transferred the section to the Economic Development Department.



COLUMBIA CROSSING '83--More than 12,000 runners spread out on the Glenn Jackson Bridge May 15 as part of opening ceremonies for the bridge and I-205.

Names in the news:

• JIM GIX was named Region 3 engineer, replacing BUD SHIRLEY, who retired.

• Gov. Vic Atiyeh selected SAM NAITO, Portland, to complete the unexpired term of TOM WALSH on the Transportation Commission. Walsh left to join another state commission.

• Aeronautics Administrator PAUL BURKET was named pilot of the year by the Oregon Pilots Association. He also received the President's Modal Award for his work in furthering aviation transportation.

• LORENA BUREN was named business manager for Public Transit.



Highway credited for success

ODOT doubles food goal

ODOT employees nearly doubled this year's Oregon Food Share goal by collecting 17,960 pounds of food in one month.

"It is nice to see that ODOT employees care and will share in a time of need," said Bud Bibelheimer, who chaired ODOT's drive. This year's donations tripled last year's goal, he said.

Bibelheimer said Highway and Central Services employees contributed more than 15,000 pounds.

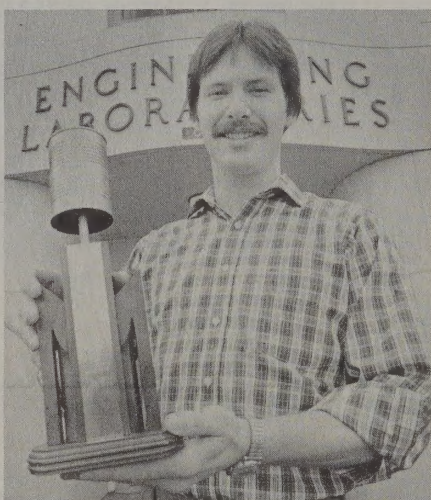
Highway coordinator was Tom Arnold, Environmental Section.

"I tried to cheerlead the other coordinators into a state of enthusiasm," Arnold said. He sent regular eMAIL messages to coordinators to share successful ideas and gave tips on food bargains in Salem.

Outstanding coordinators from Highway include: Mike Gillett, materials, with 79 pounds per employee donated; Connie Reimann, environmental, 54 pounds per employee; Pat Falconer, program, 32 pounds per employee; Rick Poecker, research, 23 pounds; and Marge Klieven, right-of-way, 14.4 pounds.

Gerry Sue Lent of the Glisan office inspired co-workers to bring in 864 pounds, half of right-of-way's total. Jan Jones, District 14, collected 457 pounds in one week, over half of Region 5's total.

The Aeronautics Division also nearly doubled its goal of 220 pounds. Carol Livie was coordinator.



CAN DO--Mike Gillett, Materials Section Food Share coordinator, built this trophy for the group donating the most. He also bought pizza for the winners. Top donors were the concrete and computer group, with 220 pounds per person.

Merriss to track legislative bills

John Merriss has been appointed legislative aide for the Highway Division, according to State Highway Engineer Larry Rulien.

Merriss, 41, is a research analyst and co-produced the 1980 Oregon Motor Vehicle Cost Responsibility Study.

As legislative aide, Merriss will work for passage of the Highway Division's legislative program. He will also keep the state highway engineer informed on all bills affecting the division.

Merriss succeeds Bob Hamilton, who held the assignment for four legislative sessions.

Merriss holds a master's degree in economics and has completed course work for a Ph.D.

He joined ODOT in 1980, where he has conducted special research studies.

Remembering

Erle L. Calhoun, 45, Portland, died March 12. A highway engineer, he had worked for the division nearly 23 years.

Moving up
Moving up
Moving up
Moving up



Central Services Division

Virginia Carey, management analyst to program executive B, Salem.

Highway Division

Eldon Banegas, weighmaster to senior weighmaster, Woodburn.

Daniel Bartlett, highway maintenance worker (HMW) 2 to HMW 3, Moro.

Max Buffington, highway maintenance supervisor B to program executive A, Milwaukie.

Stephen Doak, highway engineer (HE) 2 to HE 3, Salem.

Robert Doran, HE 1 to HE 2, Salem.

David Edwards, accountant 1 to accountant 2, Salem.

Mark Ellingson, engineering technician (ET) 1 to ET 2, Salem.

William Ficken, HMW 2 to HMW 3, Elgin.

Dean Fuller, engineering aide (EA) to ET 1, Salem.

Richard Hart, HE 1 to HE 2, Salem.

John Hitchen, HE 1 to HE 2, Portland.

Barbara Hopewell, HE 2 to HE 3, Salem.

Michael Hovde, weighmaster to senior weighmaster, La Grande.

Billy Hubbard, HMW 2 to HMW 3, Pendleton.

William James, HE 2 to HE 3, Salem.

Carl Johnson, HMW 3 to HMW 4, Bend.

Vincent Jones, HE 1 to HE 2, Portland.

James Kendall, HE 2 to HE 3, Salem.

Yvon Losier, laborer to building trades helper, Portland.

Cynthia Mendelson, ET 1 to ET 2, Salem.

Melvin Mott, highway maintenance office manager to program coordinator 1, Portland.

Richard Parker, HE 3 to HE 4, Salem.

Bernard Perry, HMW 1 to HMW 2, Portland.

Debbie Pillsbury, clerical specialist to accounting clerk 2, Salem.

Keith Powelson, HMW 2 to HMW 3, Elgin.

Michael Ronkin, EA to ET 1, Corvallis.

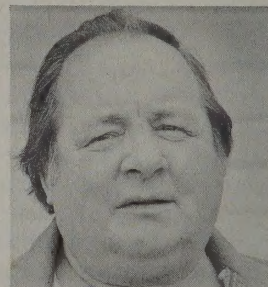
James Sabel, ET 1 to ET 2, Portland.

Harold Seaton, ET 3 to HE 2, Salem.

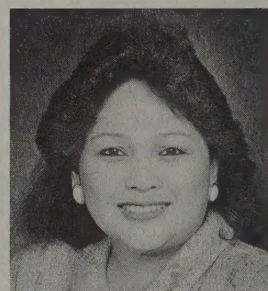
Ranvir Singh, HE 2 to HE 3, Salem.

Renee Van Cleave, clerical specialist to administrative assistant, Salem.

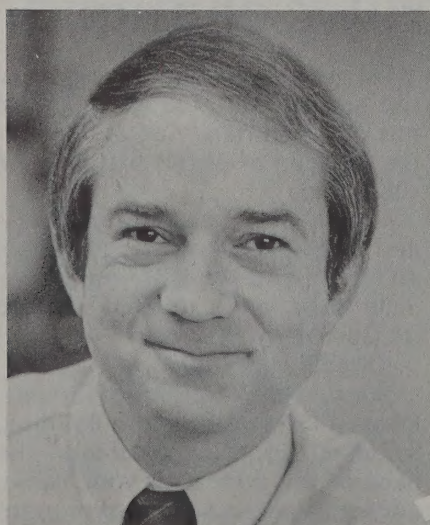
Kerry Williams, ET 2 to ET 3, Salem.



Yvon Losier



Debbie Pillsbury



John Merriss

Motor Vehicles Division

Lisa Albrich, data entry operator to clerical specialist, Salem.

Carolyn Campbell, program executive B to program executive D, Salem.

Melodia Jellison, clerical assistant to clerical specialist, Salem.

Parks Division

Michael Collins, park ranger 1 to park ranger 2, La Pine.

Larry Miller, park ranger 2 to park manager A, Champoeg State Park.



HIGH WATER--Crews dig a trench across Hwy. 201 in eastern Oregon to lower the water level on one side.

Highway fund restored

The Emergency Board granted a Highway request to restore funding and 83 positions for maintenance and construction programs.

AA progress

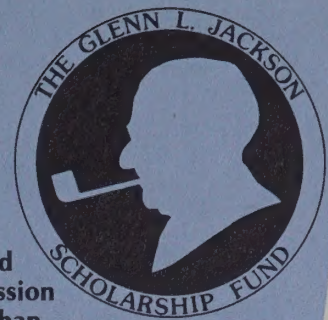
Minority representation throughout ODOT jumped more than a percentage point and the number of women increased in three categories during the past year.

DMV on DUII

DMV started conducting hearings under Oregon's tough new driving under the influence of intoxicants (DUII) law.

Jackson Scholars

After an employee survey to determine interest, ODOT established the only state-agency-supported scholarship in Oregon. By April 15, employees had donated \$37,000 to the fund named to honor long-time commission chairman Glenn Jackson. More than \$50,000 came from outside sources as well. Memorials to State Highway Engineer Scott Coulter added more than \$3,100 later in the year. Two students from employee families received \$2,500 scholarships.



Programs reach milestones

The Comparable Worth Study was scrapped in favor of an agency-by-agency review of the classification system. The STARS financial management system was implemented in July. After three years of construction, only minor work remained on the \$74 million Banfield Freeway reconstruction project in Portland.

Highway announced the 3-E Program based on the words Efficiency, Economy and Excellence. Annual outstanding employee awards will be based on the 3-E words and the concepts behind them.



APRIL 1986



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On the job with George Bell

By John Elliott
Parks Information Officer

The issue of VIA you are now reading is the 121st in a proud line, and the creator of the publication, George Bell, still monitors each edition with a careful eye.

George is known as a stickler for accuracy. In addition, he is a guardian of good writing and a setter of standards that, in his own words, "keep us all reaching and tending to avoid complacency."

He has applied those high standards at ODOT longer than he ever expected.

ODOT's assistant director for intergovernmental and public affairs admits, "I just sort of got caught up with the department, its people and its programs."

What he planned to be a two- to six-year stay has lasted more than 10 "and it's clear that I'll end my career here--in a minimum of two years, a maximum of four."

George is a published poet, former Oregon assistant secretary of state, high school and university teacher, drama editor for *The Oregonian* and day news editor for Portland's KGW-TV.

His top priority when hired 10 years ago was "to start an employee newsletter in ODOT."

"At that time, the department existed on paper, but it didn't exist in the spirit of employees. There was still great dissension, indeed bitterness on the part of some, about their loss of autonomy," George says.

This publication you're now reading was the first step in the search for "family."

George says he created VIA to "keep the field and Salem in touch" with one another, but more importantly "to make us all feel better about being together in the same tent."

The result?

"I couldn't have wished more success for VIA. It has had great acceptance from employees," George says, in the well-modulated, powerful voice that served him well in his television days.

There's a theatrical trace in the voice, left from a summer during college on stage with the Ashland Shakespearean Festival Theater. Raised in Klamath Falls, he served

"Since high school, I've always had a couple of books going" on all topics, he notes.

Aside from VIA, George gives a lot of attention these days to the department's new video effort, "ODOT Update." "I probably think and worry more about that now than anything else," he says, which means it is a subject of frequent, middle-of-the-night revelations.

'Communication is as important, in a way, as the main work -- it's what makes for family . . .'

three years in the Navy, and later earned a master's degree in English from the University of Oregon.

He calls himself "a private person," who is happiest when he's working at his typewriter. His wife, Frankie, is manager of visitor services at the State Capitol. His son, who plans to be a writer, is about to receive a bachelor's degree in English.

On weekends, "I like to drop out and recharge my batteries," he says, with a night at a beach house in Lincoln City, movies or reading.

"I'm reasonably sure that most employees read VIA," George explains, "but I'm not as confident that the great majority get a chance to see 'ODOT Update.' So that's something to work on."

In his view, there are still too many managers in ODOT who believe that communication is something that occurs only on coffee breaks. "That has to change," he says. "Communication is as important, in a way, as the main work--it's what makes for family and an understanding of your role

in the larger picture."

George's views on the role of public affairs and effective communication are sought at the national level. He has lectured on that topic at management seminars for transportation personnel from throughout the nation.

Just as his own professional career has evolved, so have his duties at ODOT. He is now responsible for Graphics, Commission Services, Library and the Photo Lab.

"I used to supervise the state's tourism office on top of everything else. There was a tremendous amount of travel and a lot of public speaking."

Then, and now, supervision of the department's legislative package was included in his portfolio.

'I tend to point out what people need to do to improve.'

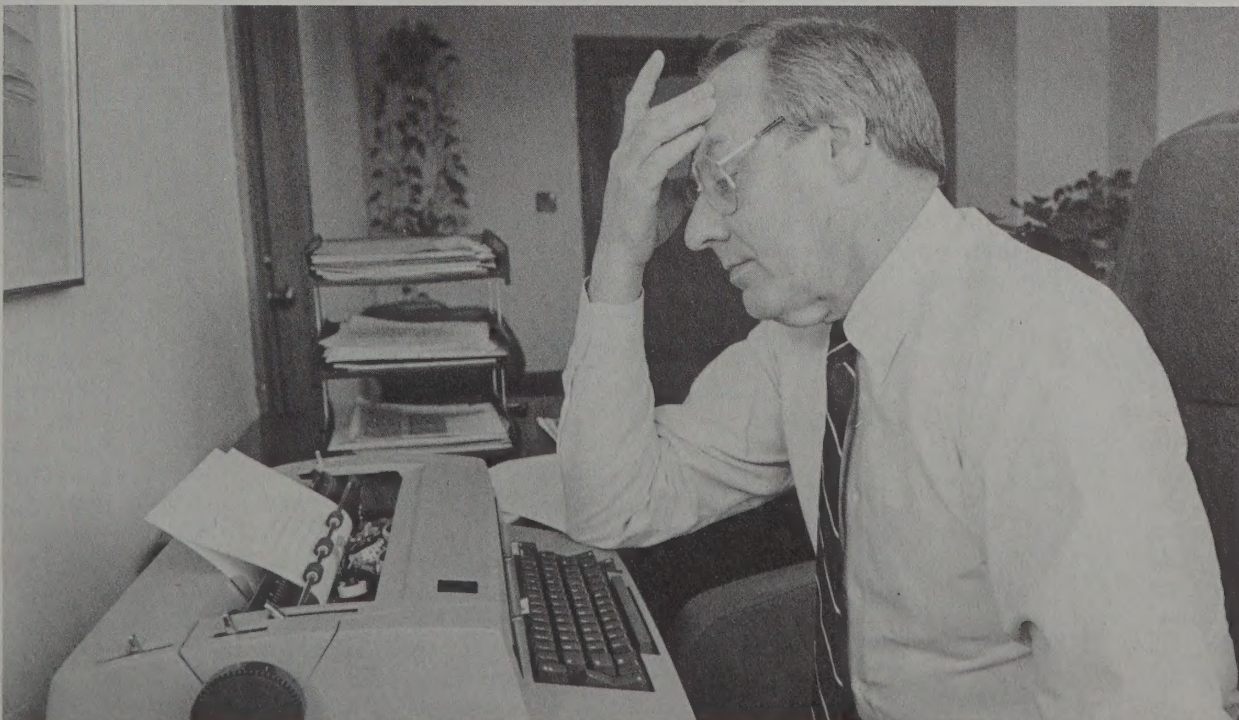
George believes that future leaders must be able to communicate effectively. One of the things that sets apart good and bad communicators is the ability to write.

He makes that clear in the departmental writing classes he conducts.

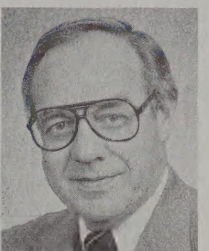
He has taught writing to more than 100 ODOT employees as part of the Silver Falls Management Development program, which was his brainchild created in a staff discussion about manager training.

"I tend to point out what people need to do to improve. That bothers some, but I don't believe it works to come in and get your head patted for several hours. You really have to go at it to show improvement," he says.

"Good writing is hard work."



HARD WORK--Illustrating his conviction that "writing is hard work," George Bell scrutinizes a page of his writing. While other writers in his office have switched to word processors, George staunchly sticks to his typewriter.



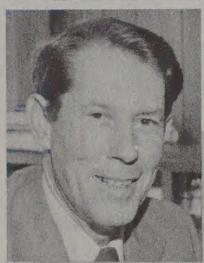
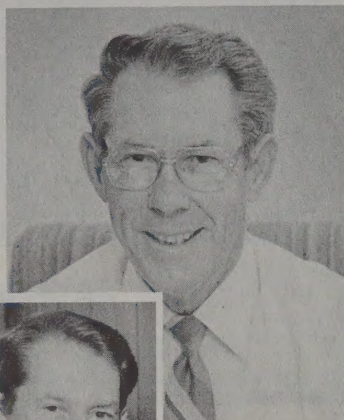
CANDID COMMENTS

ODOT employees who were among the first to answer "Candid Comments" questions in 1976, were asked:

Why do you read VIA?

(The inset photo is the one printed in the early edition.)

Ed Hunter, HWY
Assistant State Highway Engineer
Salem



Ed Hunter

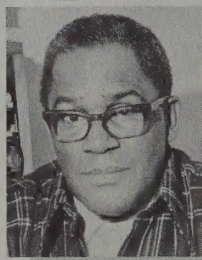
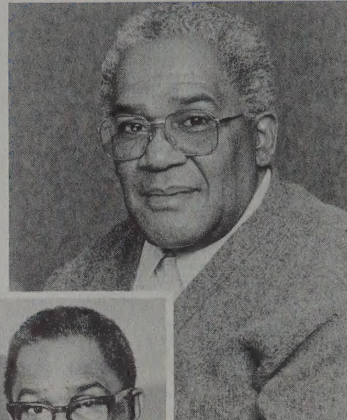
I read VIA to get the most current information on what the other divisions are doing and how successful their programs are. Other high interest areas for me are the "Retirees Report," "On the job with," and the director's message. It's a first-class house paper, second to none.



Carol Livie, Aero.
General Office
Manager, Salem

Carol Livie

I feel VIA has come a long way in the last 10 years to make readers more aware of what type of work people do in other divisions. It is also an excellent tool for informing people about the availability of new techniques and equipment, coming events, retirements and promotions as well as an overall view of the people who make up ODOT. Thanks, VIA, for 10 years of enjoyable reading.

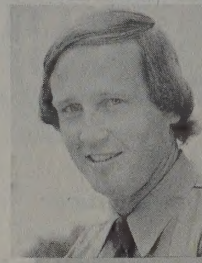


Bill Tebeau
Retired 1984
Salem

Bill Tebeau

VIA keeps me informed about the department. I am especially interested in the promotion list. It is encouraging to see people advance--especially those with whom I am acquainted. VIA also makes me aware of the activities of the different sections and units that indicate the progressiveness of the department.

John Kadaja, Parks
Park Manager C
Champoeg State Park



John Kadaja

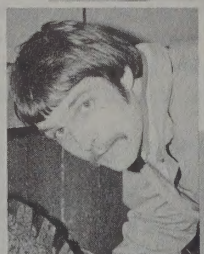
VIA conveys to all ODOT employees news that is informative, concise and personable. The paper personifies what we are all about--a vibrant organization of Parks, Highway, DMV, Public Transit, Central Services and Aeronautics employees working toward a goal of excellence. Happy 10th anniversary.

Florence Neavoll, Director's Office
Executive Assistant
Salem



Florence Neavoll

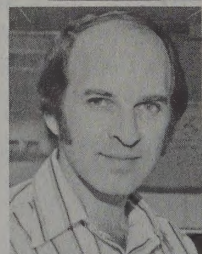
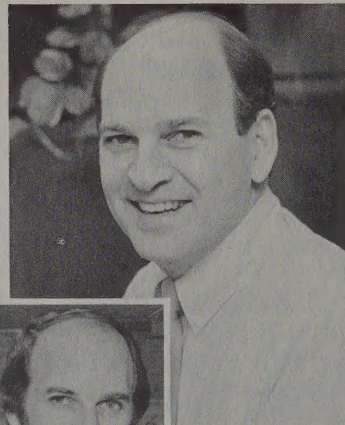
Of all the reading material that crosses my desk, VIA is my favorite. Learning what employees are doing in other areas is of special interest. I enjoy news about our retirees. VIA serves as a valuable reference--I have every issue on file and some special editions at home among my personal mementos.



Al Lantis, HWY
HMW 2
Woodburn

Al Lantis

It is not only a vital source of accurate information--it is very entertaining.



Bud Bibelheimer
CS Office Services
Manager, Salem

Bud Bibelheimer

Rather than reading VIA, the first thing I do is thumb through to see if my picture is in it. After that, I go back and read it cover to cover. With six divisions throughout the state, VIA gives me the feeling of hearing from the family.

Jackie Marshall, DMV
Motor Vehicles Office
Manager A, Burns



Jackie Marshall

I do enjoy VIA. I always look forward to reading "Candid Comments" and seeing pictures of the people I know or have heard of. "On the job with" has always been an interesting feature, and I always look at the "Moving Up" list, also.

Jerry Robertson, CS
Photo Lab Supervisor
Salem



For 10 years, Jerry has been "the eyes of VIA," taking a majority of the photos for the publication. He has selected and photographed nearly all the people used in "Candid Comments." In his travels throughout the state, he serves as a genial ambassador from headquarters.

